ABSTRAK

Vania Galih Prinasti, 111211132030, Hubungan antara *Safety Climate* dan *Stress* Kerja dengan *Safety performance* pada Karyawan PT. Waskita Karya proyek Jembatan Musi, Skripsi, Fakultas Psikologi Universitas Airlangga, 2018, xx + 77 halaman, 10 lampiran.

Penelitian ini bertujuan untuk mengetahui hubungan antara safety climate dan stress kerja dengan safety performance pada karyawan PT. Waskita Karya proyek Jembatan Musi. Safety climate merupakan persepsi masing-masing karyawan yang berkaitan dengan aspek – aspek keselamatan dan keamanan kerja (Neal, dkk., 2000). Stress kerja merupakan tekanan psikologis yang dikembangkan dari efek gabungan dari tuntutan pekerjaan dan derajat keputusan yang tersedia untuk karyawan (Karasek, 1979). Safety performance adalah perilaku kerja yang relevan terhadap keselamatan yang dapat dikonseptualisasikan sama dengan perilaku kerja lainnya dalam lingkungan kerja (Neal, dkk., 2000).

Pengumpulan data dilakukan dengan menggunakan teknik survey pada 65 karyawan PT. Waskita Karya proyek Jembatan Musi. Safety climate diukur dengan menggunakan skala yang dikembangkan oleh Neal, dkk., (2000) yang terdiri atas 24 aitem. Sedangkan stress kerja diukur dengan menggunakan skala yang dikembangkan oleh Theorell (2004) yang terdiri atas 17 aitem. Dan safety performance diukur dengan menggunakan skala yang dikembangkan oleh Neal, dkk., (2000) yang terdiri atas 18 aitem. Analisis data dilakukan dengan menggunakan teknik korelasi Pearson product moment dengan bantuan program SPSS versi 20.

Dari hasil analisis data diperoleh nilai korelasi antara variabel safety climate dan safety performance adalah sebesar 0,744 dengan taraf signifikansi 0,000 ($p<0,05$) dan pada analisis korelasi antara variabel stress kerja dan safety performance diperoleh hasil sebesar -0,463 Hal ini menunjukkan bahwa terdapat hubungan antara safety climate dengan safety performance dan hubungan yang antara stress kerja dan safety performance pada karyawan PT. Waskita Karya proyek Jembatan Musi.

Kata Kunci: Safety Climate, Stress Kerja, Safety Performance, Daftar Pustaka, 39 (1979-2017)

ABSTRACT

Vania Galih Prinasti, 111211132030, The Relationship between Safety Climate and Work Stress of Safety Performance on PT. Waskita Karya project Jembatan Musi Employee, *Undergraduate Thesis*, Faculty of Psychology, Airlangga University, 2018, xx + 77 pages, 10 appendix.

The study aims is to find out the relationship between safety climate and work stress of safety performance on PT. Waskita Karya project Jembatan Musi employee. Safety climate is shared perception that related to every aspect of work safety (Neal, dkk. 2000). Work stress is a psychological pressure that developed from joint effect of job demands and decision degree for the employee (Karasek, 1979). Safety performance is a work behavior that relevant against safety and can be conceptualized as the other work behavior in work environment (Neal, dkk. 2000).

The data collection was conducted by using a survey of 65 employee of PT. Waskita Karya project Jembatan Musi. Safety climate measured by a scale that developed from Neal, dkk. (2000) that consist of 24 items. Meanwhile works stress was measured by the scale that developed by Theorell (2004) that consist of 17 items. Safety performance measured by another scale from Neal, dkk. (2000) that consist of 18 items. Data analysis has been conducted with Pearson's product moment correlation using SPSS program ver. 20.

Results from data analysis showed the correlation coefficient between safety climate and safety performance was 0,744 with significance level of 0,000 ($p<0,05$). And from the correlation analysis between work stress and safety performance showed the correlation coefficient is -0,463. This result showed that there is positive association between safety climate and safety performance and negative association between work stress and safety performance on PT. Waskita Karya project jembatan Musi employee.

Keyword: Safety Climate, Work Stress, Safety Performance, Citation, 39 (1979-2017)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SK1	11.83	2.580	.492	-.302[a]
SK4	12.52	4.003	.103	.187
SK7	12.63	3.987	-.065	.388
SK10	12.18	4.622	-.142	.413
SK15	11.51	3.504	.389	.022

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

b. *Control*

Reliability Statistics

Cronbach's Alpha	N of Items
.842	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SK2	17.17	10.612	.704	.809
SK5	18.03	9.030	.570	.837
SK8	17.52	9.972	.603	.819
SK11	17.57	9.437	.704	.799
SK13	17.35	10.513	.633	.816
SK17	17.43	9.874	.609	.818

c. *Social Support*

Reliability Statistics

Cronbach's Alpha	N of Items
.839	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SK3	18.05	5.045	.505	.551
SK6	18.55	6.532	-.043	.752
SK9	18.02	4.765	.517	.539
SK12	18.11	5.629	.230	.650
SK14	18.06	4.590	.617	.501
SK16	18.06	4.809	.561	.527

Lampiran VIII Hasil Analisis Deskriptif

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Safety.Performnce	65	43	28	71	4064	62.52	7.750	-1.976	.297	5.735	.586
Safety.Climate	65	41	58	99	5363	82.51	10.862	-.758	.297	-.320	.586
Stres.Kerja	65	37	23	60	2789	42.91	6.907	-.163	.297	2.281	.586
Valid N (listwise)	65										

Lampiran IX Uji Asumsi

a. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Safety.Performance	Safety.Climate	Stres.Kerja
N		65	65	65
Normal Parameters[a,b]	Mean	62.52	82.51	42.91
	Std. Deviation	7.750	10.862	6.907
Most Extreme Differences	Absolute	.148	.160	.168
	Positive	.137	.070	.166
	Negative	-.148	-.160	-.168
Kolmogorov-Smirnov Z		1.197	1.290	1.352
Asymp. Sig. (2-tailed)		.114	.072	.052

a. Test distribution is Normal.

b. Calculated from data.

b. Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Safety.Performance * Safety.Climate	Between Groups	(Combined)	3484.515	34	102.486	8.548	.000
		Linearity	2125.221	1	2125.221	177.249	.000
		Deviation from Linearity	1359.295	33	41.191	3.435	.000
	Within Groups		359.700	30	11.990		
	Total		3844.215	64			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Safety.Performnce * Stresa.Kerja	Between Groups	(Combined)	2256.084	22	102.549	2.712	.003
		Linearity	822.607	1	822.607	21.755	.000
		Deviation from Linearity	1433.477	21	68.261	1.805	.051
	Within Groups		1588.131	42	37.813		
	Total		3844.215	64			

Lampiran X Hasil Uji Korelasi

Correlations

		Safety.Performnace	Safety.Climate	Stress.Kerja
Safety.Performance	Pearson Correlation	1	.744**	-.463**
	Sig. (2-tailed)		.000	.000
	N	65	65	65
Safety.Climate	Pearson Correlation	.744**	1	-.414**
	Sig. (2-tailed)	.000		.001
	N	65	65	65
Stress.Kerja	Pearson Correlation	-.463**	-.414**	1
	Sig. (2-tailed)	.000	.001	
	N	65	65	65

**. Correlation is significant at the 0.01 level (2-tailed).